

January 30, 1974

The Honorable Kenneth A. Gibson
Mayor — City of Newark, New Jersey
The Honorable Members of the
Municipal Council — City of
Newark, New Jersey

Gentlemen:

The Newark Human Rights Commission is pleased to present to you the Annual Report for 1973.

The report will put emphasis on many of the important problems confronting the City, as well as some of the Commission's accomplishments.

Our intent is to create awareness in the community of the problems which exist and encourage community support in combating them. The problems which confront us are not peculiar to Newark, but exist throughout the country.

It is with deepest appreciation that we extend our thanks to Mayor Kenneth A. Gibson, members of the City Council and to our many supporters for your understanding of the difficult responsibility with which we have been charged.

We solicit your continued cooperation and assistance as we strive toward a more human and open community in which equal opportunity, justice and human rights are more fully realized by all citizens.

Sincerely,

DANIEL W. BLUE, JR.
Executive Director

NEWARK HUMAN RIGHTS COMMISSION

COMMISSIONERS

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MRS. HOPE JACKSON	1st Vice-Chairlady
ISRAEL VELEZ	2nd Vice-Chairman
REV. JOHN R. SHARP (appointed 10-1-73)	Secretary
LEONARD CHAVIS	ROBERT VAN DYKE SMALL
R. FRANK CURRY	MRS. ALICE TOWNSEND
JOSEPH MANGHISI	REV. JAMES WADE
MRS. JEAN PALUMBO	(term expired 10-1-73)
JOHNIE PETERSON	COURTNEY WEEKS
LOUIS PITTS	DANIEL WILLIAMS

STAFF

DANIEL W. BLUE, JR. Executive Director	CORRADO GIGANTE Community Relations Specialist	ADOLFO NOGUERAS Community Relations Specialist
MISS CHARLOTTE ADAMS Administrative Analyst	MRS. MARIE GONZALEZ Administrative Analyst	*MISS NYDIA RIVERA Clerk Typist
*MISS WANDA ADDISON Community Aide	MRS. S. IRIS GONZALEZ Principal Clerk Stenographer	*JAMES RONE Community Relations Specialist
*MISS NANCY ARRINGTON Community Aide	*MISS VIRGINIA GRAY Senior Clerk Stenographer	MISS JACQUELINE SAMS Community Aide
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MICHAEL BRADBURY Community Relations Specialist	MRS. BESSIE G. HICKS Chief Community Relations Specialist	MISS KAREN SEGRAVES Clerk Typist
CARL BRINSON Administrative Aide	HICKMAN HOLMES Senior Community Relations Specialist	MS. LANA SIMKINS Affirmative Action-Compliance Officer
*MRS. EVELYN BROWN Community Aide	MRS. DORA KINCHEN Community Relations Specialist	*MRS. GLADYS SMITH Community Aide
MS. ANGELA CORBO Community Relations Specialist	*MRS. CAROL JACKSON Community Aide	MS. IDA SPATES Secretary
MS. MIRIAM COLON Clerk Typist	KENNETH JOHNSON Community Relations Specialist	REV. HARRY SPELLMAN Community Relations Specialist
*DAVID CROOMS Community Relations Specialist	MS. PHYLLIS JUSTICE Community Relations Specialist	MS. NANCEY SPIVEY Clerk Typist
MISS REMY CRUZ Principal Clerk Stenographer	*JAMES F. KING Chief Community Relations Specialist	*MRS. BERNICE THORPE Community Aide
*MISS PHYLLIS DELAIN Community Aide	*MILTON LEWIS Community Relations Specialist	JOSEPH VOLKER Senior Community Relations Specialist
CARROLL EDMONSON Community Relations Specialist	THOMAS P. McNAMARA Community Relations Specialist	*MRS. ELEANOR WALKER Community Relations Specialist
MRS. GLORIA ELLIS Community Aide	*ERIC MOORE Community Aide	*PETER ZACCONE Community Relations Specialist
HOWARD ENG Community Relations Specialist	MS. DIANE MOSLEY Community Relations Specialist	*MISS LEONA WILLIAMS Clerk Typist
*MISS MATTIE FAIR Community Relations Specialist	MRS. NORMA NICHOLSON Secretarial Assistant	

*Employment Terminated

DIRECTOR'S MESSAGE

During the year 1973, the Newark Human Rights Commission attempted to address itself to the total community in the City of Newark.

A re-organization of staff and implementation of new agency procedures were accomplished to increase efficiency and delegate supervisory and administrative responsibilities.

As I reflect on some of the more positive changes, I must admit the most gratifying is the growth and re-organization of the agency. The Commission was able to increase its staff size to 30 people, thereby enabling us to render more services with peak efficiency to the citizens of Newark.

The Commission also increased its community involvement during the year by actively participating in several programs with both private and public agencies.

During the year several problem areas developed within segments of the community in which the Commission served as an advisor and mediator, such as disturbances in the public schools, where the Commission participated in bringing together both black and white parents and students with the school administration to resolve the differences and alleviate conflict in the community.

As Executive Director of the Newark Human Rights Commission, I can assure the citizens of Newark that we shall continue an aggressive course in locating, averting and eliminating discrimination and social unrest in the City of Newark. And I shall continue to call on every citizen in the City to assist us in carrying out this mandate.

CHAIRMAN'S STATEMENT

The Honorable Kenneth A. Gibson, Mayor
Municipal Council of City of Newark

With pride and humility, I am pleased to submit this report of the activities of the Newark Human Rights Commission during 1973.

Our pride is exemplified by the accomplishments detailed in this report. Our humility is evidenced by the acknowledgement of those who made it possible, a dedicated staff, a determined director but first and foremost a committed community.

Setting aside personal interests, we have been joined by a multi-ethnic melange of a citizenry comprised of every conceivable social and economic group.

As a commission, we view this as the first fruits of our past labors and know you will continue your cooperation and assistance in helping us bring about a meaningful harvest for the City of Newark.

Respectfully submitted,

DANIEL J. WARNOCK
Chairman

INTRODUCTION

This annual report summarizes the principal activities and accomplishments of the Newark Human Rights Commission and its staff during 1973, in addition to the processing and disposition of individual complaints alleging specific violations of ordinances.

The report gives particular attention to the areas of education, housing, community service, employment and affirmative action. It reflects change and mirrors the concern and the dedication of many people.

The Commission realizes that if there is to be growth there must be life and changes. Elements which seek to harm or kill, signs of stagnation and intolerance. With this realization, the Commission, under Director Daniel W. Blue, Jr., has taken an aggressive step among the community, other human and civil rights agencies, in establishing programs and policies conducive to the elimination of discrimination and indifference.

The Commission is pleased with the work performance and high level of competence of its staff, without which it would be totally unable to process the complaints filed or to engage in most of the other activities described in this report.

While we believe this report reflects a substantial level of achievement during 1973 in dealing with many of the problems we encountered, nevertheless, as we look ahead to see how much farther Newark has to go, we realize how much more effort and coordination is needed from government, industry, labor, agencies, institutions and the Citizens of Newark.

TENSIONS

During 1973, the Newark Human Rights Commission monitored situations with potential for violence and took measures to prevent and/or mitigate confrontations. Various methods of crisis intervention were utilized to promote dialogue, understanding, compromise and ultimately effectuate resolutions between the various parties of the dispute.

There were also preventive measures taken when potential problem areas were identified. Studies of civil unrest revealed that the safety of citizens from crime, the stability and quality of schools, the cleanliness of the streets, and the quality of other municipal services were indicators, if not causes, of community dissonance. This dissonance brings about vulnerability and susceptibility to the influences of agitation aroused by relatively minor occurrences.

The Newark Human Rights Commission, in the light of these studies, took steps toward the elimination of this dissonance by providing improved city services to the problem areas. These preventive measures included the slating of abandoned buildings for demolition, obtaining increased and improved recreational facilities, bringing about sanitation campaigns for clean streets, efforts to assure an undisturbed school year, and obtaining increased police protection in high crime areas.

These measures not only immunized many communities from adverse and exaggerated reactions to minor occurrences, but also improved the standard of life.

The Newark Human Rights Commission also engaged in direct intervention measures in outright confrontation situations. The method of resolution centered upon accurate identification of the issues contested, and then taking the role of mediator in clarifying each adversary's perception of the other's role. The next step is to establish lines of communication with understanding and compromise as the ultimate goals.

A combination of these techniques were utilized to handle an extensive series of incidents in the North Ward.

Newark Human Rights Commission personnel were present during the various chapters of the Kawaia story to protect both factions' rights and to elicit reasonable behavior in demonstrating their positions on the controversy. The Newark Human Rights Commission's efforts aided in keeping order, soliciting the reasonable use of audio equipment and, by special arrangement between the Commission and Judge Harry Hazelwood, Chief Magistrate of the Municipal Court of Newark, the immediate release of arrested persons into the custody of the Commission. This release arrangement prevented arrests from precipitating further violence while still insuring the defendants' appearance in court.

Through-out the summer Newark Human Rights Commission personnel worked on a delayed shift schedule in order to provide coverage

until 10:00 p.m. each night and also over-time work when the situation warranted.

Personnel often worked until 3:00 a.m. during the multitude of North Ward developments including the shooting death of a Caucasian youth, the malicious destruction of property in a Black Community, an inter-racial dispute over the narcotics, and a number of gang fights.

The majority of these flareups occurred in or near a Black Community which is isolated in the predominately White North Ward. The Newark Human Rights Commission, in conjunction with the Community Development Authority, undertook the task of developing a block association in this community in order to build a cohesive integrated group of people dedicated to improving the neighborhood, lobbying for municipal services, and resisting the influences of racial polarization.

The West Ward's problems were also similarly handled when the Vailsburg High School disruption occurred and complaints of disorderly juveniles were received. Compromise came about after the Newark Human Rights Commission's ground-work efforts were directed at communication and the providing of city services.

The Newark Human Rights Commission also logged many overtime hours during demonstrations by the Central Ward residents regarding sanitary conditions, the Progressive Labor Party in support of Kawaida Tower, African Liberation Day, the Puerto Rican Socialist Labor Party, and political demonstrations by the National Caucus of Labor Committees.

The Newark Human Rights Commission's devotion to alleviating tensions has considerably eased the passing of 1973 and has improved the living conditions in many areas of Newark's communities.

COMMUNITY SERVICES

A primary role of the Newark Human Rights Commission is community services activity. Through many means, these have actually been one purpose, to bring people together constructively. Our intent has been to call together citizens of concern and good will and make information available and open possible lines of communication.

The summer of 1973 was a crucial time for the City of Newark and this agency. In this period "Operation Summer" was activated. The Newark Human Rights Commission acted as coordinating agency in this detail with the Newark Fire and Police Community Relations Bureaus, and the Parks and Recreation Department. Human Rights Staff operated on rotating shifts, so that personnel were available to respond to community needs from 9:00 a.m. to 10:00 p.m. and on weekends. This type of work scheduling was necessary because of high tensions in summer due to closed schools with little or no recreational activities for youth, and the tendency of people to congregate out of doors in the warm months.

Staff members rode with the police to inform citizens of the danger of open hydrants and to distribute sprinkler caps. Meetings with various Block Associations helped resolve many neighborhood problems and establish play streets for the children. Ninety Newark youngsters were taken to a New York Yankee game by the Newark Human Rights Commission.

A major part of the summer plan was the "Rumor Control Operation," which was an effort to minimize the spread of misinformation and inflammatory hearsay during the 13 hour period between 9:00 a.m. and 10 p.m. Over 500 copies of the press release announcing the new operation were mailed to various organizations and churches in Newark. We feel that the "Rumor Control" was quite successful and aided in reducing potentially explosive situations.

Throughout the year, staff members worked with grassroots organizations to inform citizens on ways of obtaining necessary city services. Meetings were held in an attempt to conduct a city-wide cooperative housing conference. Other conferences were held between representatives from Mt. Carmel Urban Renewal Homes and representatives from HUD. Meetings with residents of Columbus Homes and members of the Newark Tenant Association and Newark Tenant Councils were conducted to help alleviate some of the crucial problems facing Newark's tenants.

A major event for the Commission was the Annual Puerto Rican State Parade on July 29. An agency staff member acted as Liaison-Coordinator, contacting all parade participants and arranging security measures for the Governor of Puerto Rico and his party.

A fairly new area of human rights was entered into by the Newark Human Rights Commission in 1973. All area hospitals were surveyed regarding a standardized Patients Bill of Rights, as has been suggested by

the American Hospital Association. Again, we are seeking to better serve the citizens of Newark and ensure them fair and equitable treatment.

Under the Welfare Demonstration Project, ten welfare mothers were given in-service training by this agency, and functioned in the capacity of Community Aides. They were later placed in "Out Reach Centers," at NAACP, Urban League and Community Information and Referral Service, in an effort to maintain a dialogue with the community.

The Newark Human Rights Commission cooperated and sponsored many programs jointly with other agencies in order to promote racial harmony and a general uplifting of the quality of life in Newark. Some of these agencies and programs in which we participated and cooperated with are listed below.

- * Staff members served on the committee for the Relief Fund for Earthquake Victims.
- * All police organizations in the city were contacted to analyze the possibility of re-establishing the "Brotherhood of Police Organizations."
- * YM/YWCA Urban Affairs Committee to establish the "Outward Bound" program to aid adjudicated youth.
- * The Commission monthly public meetings and hearings
- * BICC Educational Committee
- * Model Cities Community Affairs Program
- * Urban Coalition
- * Essex County Park Commission
- * Rutgers 4-H Environmental Academy
- * Newark Curriculum Revision Committee
- * North Ward Educational and Cultural Center
- * Salvation Army
- * Dana Clinic - VA Hospital
- * Martland Hospital
- * Precinct Council Meetings
- * Board of Education Meetings
- * New Jersey Coalition for Bilingual Education
- * National Conference of Christians and Jews seminars and Youth programs
- * Newark Chamber of Commerce
- * Open House on Vocational Exploration
- * Provided transportation for a senior citizens' outing
- * NAACP activities, such as ceremonies for the opening of a new Day Care Center
- * Women's Affairs Committee of the International Association of Official Human Rights Agencies
- * Retired Senior Volunteer Program
- * United Nations/U.S.A.—Newark Chapter
- * P.T.A. organizations in Newark Schools
- * ASPIRA Board of Directors
- * Eleanor Roosevelt International Workshop
- * F.O.C.U.S.
- * Black History and Brotherhood Weeks

FAIR EMPLOYMENT

The legal sanction for the Newark Human Rights Commission's endeavors in enforcing individual's Civil Rights in the employment sector has undergone a change during 1973.

Formerly, the Commission received, investigated and adjusted complaints of employment discrimination under the authority of the "Fair Employment Practices" Ordinance of the City of Newark. However, an investigation of the Hospital Service Plan of New Jersey (New Jersey Blue Cross/Blue Shield Plan) during the course of processing a complaint, resulted in a civil action against the Newark Human Rights Commission and the City of Newark.

The Plaintiff, Blue Cross, contended that the Newark Ordinance was encroaching upon the same jurisdiction that the New Jersey Law Against Discrimination was enacted for. The suit was adjudicated in favor of the Plaintiff since there was a duplication of legislation.

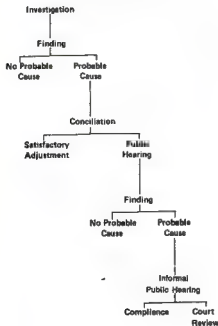
This set back, however, did not deter the Newark Human Rights Commission from carrying out its duty to protect the citizens of Newark from discriminatory practices in the employment sector. A provision of the New Jersey Law Against Discrimination allowed and encouraged local civil rights agencies to carry out the purposes of the New Jersey Law. This provision provided the legal authority and sanction for the Newark Human Rights Commission to continue its fight against discriminatory employment practices. Under the New Jersey Law Against Discrimination, the Newark Human Rights Commission will investigate any person's allegation of discriminatory practices of an employer in the following areas: race, creed, color, national origin, ancestry, age, marital status or sex.

The typical employment case is processed in the manner illustrated by the following chart and text:

Guide
for
Complainants

Newark
Human
Rights
Commission

THE PROCEDURE OF PROCESSING YOUR COMPLAINT



THE COMPLAINT

A Commission staff member will hear your complaint and will determine whether it is within the Commission's jurisdiction.

The Commission will help you draft the wording of the complaint and prepare it in legal form for your review, approval and notarized signature.

Your Complaint will receive a case number and will be investigated by an assigned staff member, who will keep you advised of the progress of your case.

THE INVESTIGATION

The community relations specialist will interview the respondent (the person ultimately responsible for the alleged discrimination), and other witnesses, and will review pertinent records and documents.

The community relations specialists may ask you to clarify some aspects of the complaint in the light of any new information. If you should learn or remember any additional information, notify the field representative immediately.

The Commission investigation may find:

- (1) no cause, and move to dismiss the complaint
- (2) cause, and act to correct the discrimination and its effects

THE CONCILIATION

If the investigation substantiates the charges then the respondent is required to:

- (1) Cease and desist from the specific discriminatory act or practice concerning which you complained.
- (2) Implement whatever actions, programs or compensation the Commission deems necessary to end the discrimination uncovered in the investigation.

The actual adjustment of your complaint will take place as soon as possible. You will be informed by mail of the Commission's official disposition of your case.

THE PUBLIC HEARING

When there is not satisfactory voluntary settlement, the Commission may convene an informal public hearing.

You know your complaint better than anyone else. Make the Commission fully aware of details. Answer all questions of the C R S, even if the answer might seem to weaken your complaint. The Commission can be better prepared when such information is discussed by the respondent.

Names, dates, places, addresses and such should be as accurate as possible.

Make available to the Commission witnesses or documents, such as a payroll slip or a rent receipt, that will substantiate your charges.

The law prohibits your employer from taking any action against you because you have filed a complaint, or against a witness who has testified for you.

Please keep all appointments with the Commission's C R S, and if it is necessary, telephone to postpone an appointment.

The C R S investigating your complaint is.

Name

Address

Phone

In Newark discrimination is illegal.

It is against the law to deny employment, housing, education or services open to the public because of a person's race, color, religious creed, ancestry, national origin, sex.

These anti-discrimination laws are enforced by the Newark Human Rights Commission.

If you believe that you have been a victim of a discriminatory act or practice, write, phone, or visit the

NEWARK HUMAN RIGHTS COMMISSION

Room B-6 920 Broad Street City Hall
733 3890 733 8065
Newark, New Jersey 07102

City of Newark, New Jersey
Kenneth A. Gibson, Mayor
Daniel W. Blue, Jr., Executive Director

Additionally, the complexion of the fight against discrimination has changed from merely taking action against reported cases of unfair employment practices to the more aggressive stance of taking affirmative action. This action is designed to discover, prevent, and eliminate discriminatory practices regardless of whether or not a complaint is filed by a citizen.

The employment unit of the Commission is at this time compiling and tabulating equal employment surveys from one hundred and forty companies in Newark. These surveys include data on the racial and sexual make-up of each employer's work force. Analysis of this data will reveal inherent discriminatory hiring practices, if any, whether the employer is wittingly or unwittingly engaging in them.

If there should exist an unwitting discriminatory trend, then the Commission will offer its professional services to the company in creating an affirmative action plan. This plan would be a formula for the recruitment of minority group employees in order to balance the work force so that minorities will be fairly represented.

Two projected plans for achieving equal employment for all citizens are the Job Fair and the Affirmative Action Conference, both slated for 1974.

The Affirmative Action Conference will be a seminar for major employers of Newark. It will include orientation about the philosophy and purpose of affirmative action along with the actual procedures and techniques needed to make such a plan operational in each company.

The Job Fair will be a gathering of companies and candidates for employment. The companies with job openings available will send personnel department representatives to one central location where they will meet with candidates from the various vocational training programs and the general public. The Job Fair will facilitate the hiring of qualified minority group persons thereby assisting the employer to meet his obligation to achieve a balanced work force.

Another phase of the Newark Human Rights Commission's Affirmative Action Plan is a statistical analysis of the municipal work force of the City of Newark. The purpose of the survey is to uncover any latent discriminatory practices with the ultimate goal of revamping the Civil Service structure by the combined efforts of the Newark Human Rights Commission and the Personnel Department in order to eliminate unintentional discrimination in the governmental sector of employment.

During 1973 the Affirmative Action Program was created as a new branch of the Newark Human Rights Commission. The branch deals solely with integrating the work force of contractors who are either bidding for a contract to do work for the City of Newark or are seeking tax abatements.

In that the office of Affirmative Action had been operative for approximately one month in 1973, the accomplishments were in the area of developing a foundation in order to effectively implement the program. The goal was to internally and externally establish organizational proce-

dures which would serve as the framework for the monitoring of the Affirmative Action Program. To accomplish this goal the following objectives and task were established.

- A. Objective: To establish the necessary lines of communication with intergovernmental agencies.**

Procedures were developed to integrate the Affirmative Action Program into the entire bidding process. Also a procedure for notifying this office when tax abatement is approved was introduced to the Corporation Counsel. Presently a procedure for the handling of the training component for tax abatement projects is being developed.

- B. Objective: To establish internal control of all documentation and correspondence.**

A control mechanism and filing system was established to handle all correspondence, contract documents and compliance information.

- C. Objective: To develop a check and balance system of monitoring.**

Site monitoring is two fold There is one site liaison who makes random hand counts, receive and review daily manpower reports and checks compliance situations. The second site liaison checks minority address and hours of employment.

- D. Objective: Back track over pass operations.**

In order that the program could progress properly it was necessary that we solicit all pre-award requirements and establish the status of each project relative to the program.

With the fulfillment of these goals, we are able to implement, develop, and expand the program fully.

FAIR HOUSING AND PUBLIC ACCOMMODATIONS

Because the Fair Housing and Public Accommodations Practices Ordinance, passed by the Newark City Council, became effective on January 1, 1973, the most important task of the members of the Human Rights Commission during 1973, pertinent to this new ordinance, was to disseminate public awareness of its requirements to the largest possible number of Newark citizens. This was done both through personal contacts and mass mailings.

Two pieces of literature were produced concerning the Fair Housing and Public Accommodations Ordinance during its first years of existence. One a fully detailed four-fold brochure, containing the entire text of the new law, the other a colorful, eye-catching throwaway, illustrated by a cartoon and headlined "Don't Let This Happen To You," which explained the content of the new ordinance in brief, easy-to-read-precise form. These brochures were distributed in mass mailing to inform the general public of the over-all intent of the law, and to suggest that they contact the Human Rights Commission if they suspected that they are the victims of discrimination in the area of housing and public accommodations.

A mass mailing of these pieces of informative literature was made to the Commission's entire mailing list, and were also distributed through the city's many block and community associations, churches, and other civic groups. Speakers from the Human Rights Commission attended numerous meetings throughout the year to explain the intent of the law and to suggest how groups and individuals could help to assure implementation of the new Ordinance.

Because of the multi-racial nature of the city, and the fact that there are very few areas left that are exclusively inhabited by people of one particular racial or ethnic groups, coupled with the fact that the Commission made efforts to communicate the fact that discrimination in housing and public accommodations was illegal in Newark, and would not be tolerated, there were a very small number of complaints during the new ordinance's first year. The few complaints received by the Commission were all thoroughly investigated and have either been disposed of or are still in adjudication.

BLOCKBUSTING

During 1973, the Newark Human Rights Commission made full use of the extended powers given to it by the September 1972 revision of the Blockbusting Ordinance.

The Ordinance requires that "For Sale" signs shall not exceed 14x24 inches in area and shall consist of black lettering on white background, which shall state only that the property is for sale or for rent, and may contain such as "Inquire within" or a telephone number and the name of the owner or real estate broker or agent with whom the property is listed for sale or for rent.

The majority of the complaints filed with the commission regarding the Blockbusting Ordinance concern signs posted on property which was for sale or rent. Most of these complaints came from residents of the City's North and West Wards, as well as from the remaining three wards in the City. It was found that a number of violators were out of town real estate agents who were not familiar with the stringent requirements of Newark's Blockbusting Laws. Most of the complaints were settled either by conciliation, or a hearing attended by the Commissioners Blockbusting Committee, the staff worker handling the complaint, complainant and the respondent. There were over forty cases filed with the Commission during the year 1973.

Many of the complaints came from community organizations and informed citizens whom the agency had prior contacted by mail and/or in person, who were familiar with the Blockbusting Ordinance. Some of the community organizations formed volunteer groups to canvass their neighborhoods, looking for signs posted in violation of the Ordinance. The Human Rights Commission met quickly with one organization in the North Ward to collect this information and send out a Specialist to check the violations and notify the realtor about the ordinance.

The ordinance also has a section on canvassing by realtors. This section mandated that all realtors who intend to canvass, filed with the City Clerk of Newark. Each form is numbered and placed on record with the Human Rights Commission. The agency keeps close check on the number of "Intent to Canvass" forms filed with the City by various real estate agencies to insure that the right to canvass was not misused to frighten home owners into panic selling.

Meetings were also held with members of the Real Estate Board and broker to appraise them of the exact nature of the ordinance and to discuss their compliance, and any possible violations.

EDUCATION

Realizing that the future of Newark lies with its youth, the Newark Human Rights Commission has undertaken various programs related to our schools and students.

In each high school, a Student Human Relations Council has been established. In this council, students have the opportunity to explore problems in human behavior pertinent to their own school situations. Hopefully, the councils will aid in enabling our youth to overcome their own prejudices and effect social change.

In conjunction with the Councils ten Newark students, along with Commission Staff members, attended a one-week leadership camp in August on scholarship provided by the Newark Human Rights Commission. In addition, a trip to the United Nations was arranged for students involved in these activities.

The Commission held a city-wide essay contest, culminating with an awards program at Vallsburg High School. The winning student from each High School received a commendation from Mayor Gibson and a \$200 scholarship from the Commission.

Problems within the schools have been dealt with by Newark Human Rights Commission Staff. Small incidents that could have possibly become large confrontations were averted in various schools. P.T.A. and community school group meetings are regularly attended in an attempt to keep abreast and ahead of possible difficulties.

The educational activities of the Newark Human Rights Commission have not been limited to the public schools. Human relations training courses were given to both Police and Fire Cadets to help them better deal with social relations problems in their own careers.

POLICE COMMUNITY RELATIONS

Newark is the largest City in the State of New Jersey with 389,000 persons from many ethnic backgrounds on twenty-three square miles of land. With housing and economic problems in the city, it is not hard to imagine the law enforcement problems in the City

There were 70 police related complaints received by the Commission with 49 closed and 21 pending at the end of the year. In an attempt to reduce the number of police complaints, police precinct councils were re-activated with the assistance of the Newark Police Community Relations Bureau

The Precinct Councils were originally established in 1966 through the joint effort of the Commission and the Police Department's Community Relations Bureau. The Precinct Councils were very effective because of the Police Director's interest in having an organization that would bring the community together with the Police Department.

In 1973, the Newark Human Rights Commission and the Newark Police Department Community Relations Bureau joined together to revive the council after several years of inactivity. There are five wards in the city that elect officers to run the councils each year. The officers serve to guide the direction of the community activities in which the Police Community Relations Bureau participates.

The Human Rights Commission is active in Precinct Council meetings disseminating information about municipal services and receiving complaints from the community. All complaints are investigated or referred to the proper agencies for action.

The Fire Department also has a Community Relations Bureau that interacts with the community and the Human Rights Commission. Commission staff in the Police and Education Unit spend considerable time with the Fire Department Unit attempting to keep young people from turning on fire hydrants that do not have sprinkler caps. This problem could become especially acute when there is a fire in the area.

The Human Rights Staff were helpful in getting community participation in the regulation of hydrants, many youth were recruited and served as a liaison with the commission. They were put in charge of a sprinkler and wrench to open the hydrants when the weather got hot, control the amount of time it was opened in order to conserve the water supply. The agency has already made plans for this summer to involve its staff with the Fire Department Community Relations Bureau and the community.

CASES—METHOD OF DISPOSAL

During 1973 there were over forty-one (41) cases referred by Mayor Kenneth A. Gibson to this office. Many of these cases were from inmates whose right were allegedly violated or ignored, e g Group of inmates sent to Mayor Gibson a letter with petitions dealing with complaints Staff from the Newark Human Rights Commission were able to meet with representatives of the Essex County Jail The inmates were given an opportunity to air their complaints, which were heard, acted on and settled to everyone's satisfaction. The efforts put forth by this agency with the cooperation of the Essex County's Sheriff's Department possibly averted a confrontation synonymous to other confrontations in Rahway Prison and Attica State Prison in New York.

Another case referred by the Mayor was a matter of an unhappy individual disliking others due to a difference in race One of the Newark Human Rights Commission's Specialist's worked with this individual in a more or less educational process where the individual involved changed his thinking thus broadening his understanding of other people.

Referrals from the Mayor's office, other agency or personal referral receive prompt attention The referral is assigned to a Community Relations Specialist who investigates the case and follows through until a final disposition has been reached.

In 1973 we also had an additional 284 cases of persons coming to the Newark Human Rights Commission Office, which were referred for assistance to the following agencies.

Action Now	Equal Employment
Alcohol Beverage Control	Opportunity Commission
American Red Cross	Essex County Bail Association
Emergency Disaster Center	Essex County Court
Auto Squad	Essex County Welfare Board
Bail Reform Project	Family Services
Bureau of Children Service	Federal Building
City Clerk	Fire Department
Civil Service	Hall of Records
Code Enforcement	Health and Welfare
Community Relations Board, Irvington	Health Department
Councilman Michael Bottone	Housing Authority
Consumer Affairs	Housing Court
Court Clerk in Westfield, N. J.	Human Rights-New York
	Immigration Department

Internal Affairs (Newark Police Department)	Small Claims Court
Labor Board	Spanish Organization in Edison, New Jersey
Legal Aid	State Division on Civil Rights
Legal Services	Tax Department
Medicaid	Teachers' Association
Municipal Court	T.E.A.M
Police Department	Tenants' Organizations
Price Control Board	Urban Coalition
Public Defender	Veterans Administration
Red Cross	Welfare
Secondary of Grievance Committee	

STAFF DEVELOPMENT

The efficiency of any organization depends directly on how well its members are trained. The Newark Human Rights Commission recognizes that professional development as an ongoing, continuous process, not a "one shot" activity, which equips the staff to better carry out its responsibility not only to the Commission but the community as well.

The Commission members participated in a large and diverse number of activities through other agencies and organizations in the community. The scope and quality of their involvement is reflected through the various training programs and seminars in which the Commission conducted or participated in during 1973:

- Defensive Driving
- Management and Development
- Management by Objectives
- Introduction to Supervision
- Office Techniques
- Workshop on Communication and Persuasion
- Workshop on Better Communication and Understanding
- International Association of Official Human Rights Agencies
- Civil Rights Law Enforcement of Non-discrimination in private Employment
- United States Department of Justice
- Equal Employment Opportunity Commission

- State-wide Human Relations Workshop
- International Association of Official Human Rights Agencies Annual Convention
- Eleanor Roosevelt Workshop
- National Urban Coalition Conference
- New Jersey Conference of Christian and Jews — Seminar on education, employment and recreation
- Report writing for Effective Management

OTHER COMMISSION ACTIVITIES

That Human Rights is the paramount domestic concern and a key to social progress is not news. Because it is central to improvement of the human condition, it is a subject that attracts, understandably, the interest of many researchers. Scarcely, a week goes by without a request for information in connection with a study, survey or general information concerning our agency.

During the past year the Newark Human Rights Commission conducted surveys in the area of police brutality cases and how they are handled by other human rights agencies at the state, county and local levels; an ethnic breakdown of employment within Newark's local government, a document on the 20th year history of the Newark Human Rights Commission, and a hospital survey on a "Patience Bill of Rights"

We feel that there is a need to build a useful and authoritative body of knowledge, and who can tell which research project will find or point the direction to a clear cut answer to a perplexing question

The Commission will continue in 1974 to promote and encourage professional development among its staff members through training, seminars and surveys which will stimulate the growth of this agency

NEWARK HUMAN RIGHTS COMMISSION

1973 OPERATING BUDGET

Salaries and Wages	\$226,865
Service by Contract or Agreement	5,810
Materials and Supplies	4,150
Equipment	5,090
Scholarships	2,500
TOTAL OTHER EXPENSES	\$ 17,550
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TOTAL SALARIES AND WAGES and OTHER EXPENSES	\$244,415
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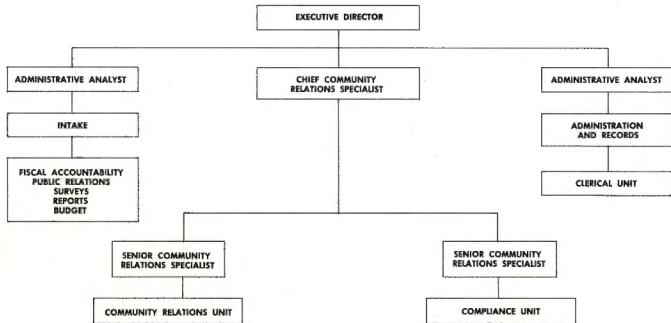
1973 SUMMARY OF ALL FUNDING SOURCES

SALARIES AND WAGES

Local (City Funds)	\$226,865
Public Employment Program (PEP)	61,000
Welfare Demonstration Project	64,500
TOTAL BUDGET FOR 1973	\$369,915
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NEWARK HUMAN RIGHTS COMMISSION

TABLE OF ORGANIZATION



EFFECTIVE MAY 1, 1974

CASE LOAD REVIEW — 1973

At the end of a year it's useful to look at the complaint case load for that year in comparison with other years. In 1972 there were a total of 152 complaints logged by the Commission as compared to 436 in 1973. We feel that this increase was due mostly to the Commission's intensified effort of enforcing the City Blockbusting Ordinance which is under the jurisdiction of this agency, increase in Employment complaints, and the continuing problems with Police Community Relations.

During 1973, particular emphasis was placed and progress was made in closing out cases in an effort to prevent a case backlog for 1974.

Name of Complaint	Total No. Rec.	Open	Closed
Blockbusting	36	4	32
Employment	152	19	132
Police Relations	70	21	49
Housing	55	1	54
Education	4	0	4
Public Accommodations	2	—	2
Welfare	25	—	25
Health	3	—	3
Legal	36	—	36
General Assistance & Information	56	—	56
TOTAL FOR YEAR	439	45	393

The Honorable Kenneth A. Gibson
Mayor

Daniel W. Blue, Jr.
Executive Director

NEWARK MUNICIPAL COUNCIL

Louis M. Turco, Councilman - East Ward

Michael A. Bontempo, Councilman-at-Large

Michael P. Bottone, Councilman - West Ward

Anthony J. Giuliano, Councilman-at-Large

Earl Harris, Councilman-at-Large

Sharpe James, Councilman - South Ward

Frank G. Megaro, President - Councilman - North Ward

Mrs. Marie Villani, Councilwoman-at-Large

Dennis A. Westbrook, Councilman - Central Ward